



TO: Elizabeth Pauli, City Manager
FROM: Dylan Carlson, Labor Relations Division Manager
Kari Louie, Acting Human Resources Director
Karen Short, Senior Human Resources Consultant
COPY: City Council and City Clerk
SUBJECT: Pay & Compensation Ordinance – May 6, 2025
DATE: April 18, 2025

SUMMARY AND PURPOSE:

An ordinance amending Chapter 1.12 of the Municipal Code, relating to the Compensation Plan, to implement rates of pay and compensation for employees represented by the International Brotherhood of Electrical Workers, Local 483, Water Division Unit; and the Professional and Technical Employees, Local 17, Tacoma Police Department Non-Commissioned Management Unit.

BACKGROUND:

The ordinance will provide for the implementation of provisions of the Letters of Agreement as negotiated with the International Brotherhood of Electrical Workers (IBEW), Local 483, Water Division Unit; and the Professional and Technical Employees, Local 17, Tacoma Police Department Non-Commissioned Management Unit. The Letter of Agreement with the IBEW, Local 483, Water Division Unit has been scheduled for consideration by the Public Utility Board as resolutions on April 23, 2025, and both Agreements are scheduled for consideration by the City Council as resolutions on May 6, 2025.

For the Letter of Agreement with the IBEW, Local 483 Water Division Unit, the ordinance will provide for the extension of the application of rate for an employee assigned as a Water Treatment Plant Operator-in-Training from 18 months to 24 months, to allow the employee time to meet the Education and Experience requirements set forth in Chapter 246-292 WAC and associated guidelines developed by the Washington Department of Health, and pass all required Water Treatment Plant Operator examinations to achieve a Level 3 certification within the prescribed timelines. Employees will be paid as a percentage of the Water Treatment Plant Operator rate of pay based on certification level and months of experience as an Operator-in-Training.

For the Letter of Agreement with the Professional & Technical Employees, Local 17, Tacoma Police Department Non-Commissioned Management Unit, the ordinance will provide for the creation of the classification of Crime Analyst Manager. The classification will be unclassified, appointive, consistent with other titles in Section 2.1 of the Parties' Collective Bargaining Agreement and will be designated as overtime category "D", FSLA exempt, and not eligible for overtime or compensatory time off. The ordinance will provide for 2025 rates of pay, and a general wage increase of 3.0 percent to be applied effective January 1, 2026. The ordinance will also provide for a one-time, lump sum payment to be provided to the identified appointee, in the first full pay period after appointment to the Crime Analyst Manager classification.

COMMUNITY ENGAGEMENT/ CUSTOMER RESEARCH:

The Agreements have been reached with the International Brotherhood of Electrical Workers, Local 483, Water Division Unit; and the Professional and Technical Employees, Local 17, Tacoma Police Department Non-Commissioned Management Unit., and have been bargained in good faith.

2025 STRATEGIC PRIORITIES:

Economy/Workforce: *Equity Index Score:* Moderate Opportunity



Explain how your legislation will affect the selected indicator(s).

This legislation supports the responsible and sustainable management of City Funds.

ALTERNATIVES:

Presumably, your recommendation is not the only potential course of action; please discuss other alternatives or actions that City Council or staff could take. Please use table below.

Alternative(s)	Positive Impact(s)	Negative Impact(s)
1. Do not approve the legislation	N/A	Unknown

EVALUATION AND FOLLOW UP:

Please include what performance measures and/or benchmarks you have identified that indicate success. Explain how you will follow up with staff and/or Council to report success or changes.

STAFF/SPONSOR RECOMMENDATION:

An ordinance is necessary to provide for changes to rates of pay and compensation as negotiated for employees represented by the International Brotherhood of Electrical Workers, Local 483, Water Division Unit; and the Professional and Technical Employees, Local 17, Tacoma Police Department Non-Commissioned Management Unit.

FISCAL IMPACT:

Fiscal impact information for the Agreement with the IBEW, Local 483, Water Division Unit is provided in the chart below. Fiscal impact information for the Agreement with the Professional and Technical Employees, Local 17 Tacoma Police Department Non-Commissioned Management Unit is provided by the Budget Office. Department Directors are responsible for adhering to their overall levels of appropriation.

Fund Number & Name	COST OBJECT (CC/WBS/ORDER)	Cost Element	Total Amount
1. 4600 Tacoma Water	Various	5110100	Up to \$3,000
2.			
TOTAL			Up to \$3,000

What Funding is being used to support the expense?

Are the expenditures and revenues planned and budgeted in this biennium's current budget?

YES

Are there financial costs or other impacts of not implementing the legislation?

No

Will the legislation have an ongoing/recurring fiscal impact?

YES

Will the legislation change the City's FTE/personnel counts?

No

ATTACHMENTS:

Fiscal Impact Memorandum